



FY 17 AC FAO Commander Selection Board Results Analysis



Selection AC FAO Analysis FY17

Commander Selection Analysis	Selects	IZ Non-Selects
CDR Milestone Screened (all IZ Milestone Selects selected for O-5)	56% (9/16)	0% (0/8)
FAO Qualified	100% (16/16)	63% (5/8)
Full Joint Tour Credit	31% (5/16)	13% (1/8)
JPME I (in record)	75% (12/16)	75% (6/8)
3 lines of FAO work	0% (0/16)	0% (0/8)
2 lines of FAO work	50% (8/16)	50% (4/8)
1 line of FAO work	50% (8/16)	50% (4/8)
50% or more of FITREPs above RS average in current and previous rank	88% (14/16)	25% (2/8)
2 or more FITREPs in current rank with Block 41 breakouts that are or would have been competitive EPs if in competitive groupings (i.e., with words like "top x%" or "#x of #x)	94% (15/16)	63% (5/8)
2 or more FITREPS with Block 41 soft breakouts (my #1 or equivalent) in current rank	94% (15/16)	63% (5/8)
1 or more FITREPS with Block 41 soft breakouts (my #1 or equivalent) in current rank	94% (15/16)	88% (7/8)

The most important distinction for promotion selection is sustained superior performance in jobs with increasing scope of responsibility and clear “soft” and “hard” breakouts with average consistently above RSA



Historical AC FAO Analysis

Prom Year	Rank	Total Eligible	AZ Eligible	IZ Eligible	BZ Eligible	AZ Selected	IZ Selected	BZ Selected	AZ% (AZ Select/ total select)	IZ% (IZ Select/ Total Select)	IZ Rate (IZ Select/IZ Eligible)
FY08	O6	19	10	9	0	4	2	0	67%	33%	22%
FY09	O6	33	14	9	10	6	0	0	100%	0%	0%
FY10	O6	36	16	10	10	3	4	0	43%	57%	40%
FY11	O6	41	18	8	15	3	2	0	60%	40%	25%
FY12	O6	56	21	9	26	7	0	0	100%	0%	0%
FY13	O6	58	21	18	19	4	10	0	29%	71%	56%
FY14	O6	48	23	10	15	2	5	0	29%	71%	50%
FY15	O6	54	25	11	18	2	4	0	33%	66%	36%
FY16	O6	61	27	11	23	2	5	0	29%	71%	45%
FY17	O6	59	23	8	25	0	4	0	0%	100%	50%
FY08	O5	19	7	12	0	5	5	0	50%	50%	42%
FY09	O5	45	11	10	24	5	3	0	63%	38%	30%
FY10	O5	46	16	9	21	4	3	0	57%	43%	33%
FY11	O5	44	17	7	20	4	1	0	80%	20%	14%
FY12	O5	71	17	16	38	4	9	0	31%	69%	56%
FY13	O5	71	19	21	31	3	14	0	18%	82%	67%
FY14	O5	66	19	21	31	3	9	0	25%	75%	56%
FY15	O5	72	19	21	32	1	14	0	7%	93%	67%
FY16	O5	83	21	15	47	2	9	1	17%	75%	60%
FY17	O5	84	16	22	46	1	15	0	6%	94%	65%

FAO Selections have transitioned from AZ to IZ in the last 10 years



Trend Analysis Conclusion

- **Sustained superior performance in critical billets remains the key to selection**
- **Most selectees had the majority of their FITREPs above Reporting Senior Average and with strong soft breakouts**
- **Above RSA, Soft breakouts and EPs matter**
- **All selectees were Fully Qualified FAOs**
- **All Commander Milestone screened officers that were in-zone were selected**
- **Anticipate that future trends will reflect community maturity**

Sustained Superior Performance throughout an officer's career is the greatest determining factor in selection for promotion